

**SONG-BROWN HEALTHCARE WORKFORCE TRAINING PROGRAM
SITE VISIT EVALUATION REVIEW**

REGISTERED NURSING EDUCATION PROGRAM: Imperial Valley College District, Associate Degree Nursing Program (Special Program)

Date of Site Visit: April 1, 2008

Site Review Staff: Manuela Lachica and Melissa Omand

Names and Titles of Persons Interviewed: Diedre K. Pollock, RN, MSN, Associate Dean of Nursing Education and Health Technologies, (Interim Director), Kathleen Berry RN, MSN, Vice President of Academic Affairs, Edna Esquer, RN NCLEX Review instructor, Eva Lapenn RN (one on one) Clinical instructor, and Jack Williams, RN, Simulation Lab instructor.

Site visit questions relate to the Song-Brown Family Physician Training Act Standards for Registered Nursing Education Programs, established by the California Healthcare Workforce Policy Commission, pursuant to Health and Safety Code 128200, et seq. Each training program standard is presented in italics:

Section I. *Each Registered Nursing Education Program approved for funding under the Song-Brown Family Physician Training Act (hereinafter "the Act") shall be operated by an accredited California School of Nursing or shall be approved by the Regents of the University of California or by the Trustees of the California State University and Colleges, or shall be approved by the Board of Registered Nursing pursuant to Section 2834-2837, Article 8, Chapter 6, Div. 2, of the Business and Professions Code, or the Board of Governors of the California Community Colleges, and that is approved by the Board of Registered Nursing.*

The following questions relate to Section I of the Training Program Standards:

1. Is the education program operated by one of the following entities?

An accredited California School of Nursing? Yes ☒ No ☐

2. Has the program been approved by one of the following entities?

The Board of Registered Nursing?	Yes	<input checked="" type="checkbox"/>	No	<input type="checkbox"/>	N/A	<input type="checkbox"/>
The Board of Governors of the CA Community Colleges?	Yes	<input checked="" type="checkbox"/>	No	<input type="checkbox"/>	N/A	<input type="checkbox"/>
The Trustees of the California State University?	Yes	<input type="checkbox"/>	No	<input type="checkbox"/>	N/A	<input type="checkbox"/>
The Regents of the University of California?	Yes	<input type="checkbox"/>	No	<input type="checkbox"/>	N/A	<input type="checkbox"/>

3. What is the NCLEX pass rate? 100% for the five nursing students that have taken the NCLEX exam of the original 25 students. Another group of five students will be taking the NCLEX exam in June 2008.

4. How many students do you train each year? IVC was awarded a Special Program in April 2006 that would train twenty-five nurses that had been trained in Mexico. They would be educated about nursing in the U.S. and provided with Medical ESL and NCLEX exam review.

Comments: The intent was to educate the twenty-five students so that they could pass the NCLEX exam, get their California Nursing License and practice in the Imperial Valley. At this time five students have completed the program, it is anticipated that another five students will be ready to take the NCLEX exam in June 2008 and the program will work with the remaining students (approximately 20) to ensure that they complete the program and are able to pass the NCLEX exam.

Section II. *Each Registered Nursing Education Program approved for funding under the Act shall include a component of education in medically underserved multi-cultural communities, lower socioeconomic neighborhoods, or rural communities, and shall be organized to prepare registered nursing services in such neighborhoods and communities.*

The following questions relate to Section II of the Education Program Standards:

1. Does the education program include a component of training in medically underserved multi-cultural communities, lower socioeconomic areas, or rural communities (hereinafter "component of training") that is organized to prepare registered nurses for services in such neighborhoods and communities?

Yes ☒ No ☐ If no, provide comments: The Imperial County is a rural desert area in the southeast corner of California. Imperial Valley College is the only community college within Imperial County which is considered economically distressed and designated as a Health Professional Shortage Area (HPSA). The average per capita income is \$20,382 with an unemployment rate of 20%.

2. Describe the location of the education program's "component of training"?

Check which category(ies) apply:

- ☒ Medically underserved multicultural community
☒ Lower socioeconomic area
☒ Rural area
☐ None of the above

Comments: Special Program students will complete a 6-week summer session at Pioneers Memorial Hospital District receiving one on one clinical training from Eva Lapenn a Imperial Valley College nursing graduate. Ms. Lapenn is a bilingual Mexican nurse that migrated to the Imperial Valley from Mexico and completed her nursing education and is a charge nurse in the Emergency Room Department of Pioneers Memorial District Hospital.

3. Street address and zip code of "component of training": _____

For OSHPD staff use – geographic location of "component of training":

Census tract:: _____ MSSA: _____

4. Are all of the program's students required to spend part of their education in patient care in the "component of training"? Yes ☒ No ☐

Did the site review include a visit to the "component of training"?

Yes ☒ No ☐

Comments: A visit was completed to the Pioneers Memorial Hospital District that included the Emergency room, Intensive Care Unit, Medical/Surgical floor and Obstetrics and delivery areas.

5. Check all applicable categories that describe the "component of training"?

Yes ☐ No ☐

Federally Qualified Health Center or Look-alike

Yes ☐ No ☐

Community Health Center (Section 330)

Yes ☒ No ☐

Rural Health Clinic (P.L. 95-210)

Yes ☐ No ☐

Government-Owned/Operated Facility

Yes ☐ No ☐

other (describe): _____

Additional comments relating to compliance with Section II of the Standards (optional): _____

Section III. *Appropriate strategies shall be developed by each education institution receiving funds under the Act to encourage Registered Nurses who are educated in the education program funded by the Act, to enter into practice in areas of unmet priority need for primary care family physicians within California as defined by the California Healthcare Workforce Policy Commission (hereinafter referred to as "areas of need"). Such strategies shall incorporate the following elements:*

A. *An established procedure to identify, recruit and admit registered nursing students who possess characteristics which would suggest a predisposition to practice in areas of need, and who express a commitment to serve in areas of need*

B. *An established counseling and placement program designed to encourage education program graduates to enter practice in areas of need.*

C. A program component such as a preceptorship experience in an area of need, which will enhance the potential of education program graduates to practice in such an area.

The following questions relate to Section III of the Education Program Standards:

- 1) Does the program have an established procedure to identify, recruit and admit registered nursing students who possess the following characteristics?

- a) A predisposition to practice in areas of need? Yes ☒ No ☐
b) Who express a commitment to serve in areas of need? Yes ☒ No ☐

Comments: Because of the tremendous challenges and desperate need of nurses in the Imperial Valley, the Imperial Valley College recruited through the local newspaper to solicit from the community any individual who was a licensed RN but not working as a nurse. A total of 37 individuals responded with the majority of these being Mexican educated and trained nurses. These individuals were very interested in working as RNs but lacked the fluent English and recent hospital clinical skills.

- 2) Check all applicable categories that describe the established procedure referenced in Section III of the Education Program Standards (above):

- Yes ☒ No ☐ N/A ☐ (a) Mission statement speaks to graduate deployment
Yes ☒ No ☐ N/A ☐ (b) Website emphasizes underserved areas, populations
Yes ☐ No ☐ N/A ☐ (c) Promotion of mission in interviews of training program applicants
Yes ☐ No ☐ N/A ☐ (d) Weighting of underserved goals affecting ranking of applicants
Yes ☒ No ☐ N/A ☐ (e) Special emphasis on recruiting registered nursing students from local community
Yes ☐ No ☐ N/A ☐ (f) Developing core faculty with experience in underserved practices
Yes ☐ No ☐ N/A ☐ (g) Offering preceptorships, clerkships to potential applicants
Yes ☒ No ☐ N/A ☐ (h) Formally promoting registered nursing careers in high schools, colleges

Other (describe): _____

- 3) Does the program have an established counseling and placement program designed to encourage nursing education program graduates to enter practice in areas of need?

Yes ☐ No ☒

Does the program provide any type of support services for students?

- ☒ NCLEX Preparation -- Define the nature of your NCLEX
☒ Skills Lab preparation in space provided
☒ Tutoring below.
☒ Mentoring
☐ Safety Issue

The program provides nclex preparation, skills lab review, tutoring and English as a Second Language at no cost to the students.

Are these services free to the students?

Yes ☒ No ☐

- 4) Check all applicable categories that describe the established counseling and placement program referenced in Section III of the Education Program Standards (above):

Yes ☒ No ☐ N/A ☐ (a) Faculty advisors/hospital management promotes practice Opportunities

Yes ☐ No ☒ N/A ☐ (b) Coordination with Health Professions Education Foundation's RN education scholarships and loan repayment programs

Yes ☒ No ☐ N/A ☐ (c) Coordination with community healthcare employers in recruiting program graduates

Yes ☐ No ☒ N/A ☐ (d) A program matching registered nurses with underserved areas

Additional comments relating to compliance with Section III of the Standards (optional): Recruitment is not a problem since all the students are from the Imperial Valley. The program does not provide counseling for students to practice in areas of unmet need because all of the students are offered jobs as soon as they complete their education by the local hospitals.

The program staff that work with the Special Program students provide mentoring and are good role models. One faculty member Rebecca Agundez RN completed her nursing training in Mexico and is working as a nurse in the local community. Edna Esquer, RN NCLEX Review instructor and Eva Lapenn RN (one on one) Clinical instructor were born in Mexico, immigrated to the U.S. and completed the nursing program at Imperial Valley College and are practicing at the local hospitals in the Imperial Valley.

The following are general questions relating to the administration of the Song-Brown Registered Nursing Education Program:

1. Do you have any concerns about any of the following processes established for the administration of the Song-Brown Act?

- | | | |
|---|------------------------------|--|
| a) The applications for Song-Brown funds: | Yes <input type="checkbox"/> | No <input checked="" type="checkbox"/> |
| b) The oral presentations to the Commission: | Yes <input type="checkbox"/> | No <input checked="" type="checkbox"/> |
| c) The contract process: | Yes <input type="checkbox"/> | No <input checked="" type="checkbox"/> |
| d) The invoice process: | Yes <input type="checkbox"/> | No <input checked="" type="checkbox"/> |
| e) Staff's ability to provide technical assistance: | Yes <input type="checkbox"/> | No <input checked="" type="checkbox"/> |
| f) RNSA methodology | Yes <input type="checkbox"/> | No <input checked="" type="checkbox"/> |

2. Is there any information about the Registered Nursing Education Program not covered by the above questions that should be noted or included with this site visit report?

Diedre Pollack did not have any issues with any of the Song-Brown Program components including the RNSA.

Diedre Pollack stated that the biggest issues facing the nursing students in the Special Program is their language and communication skills and learning the American health care system of practice. The twenty-five students that were admitted to the program have varying levels of English comprehension and different levels of nursing education from Mexico.

In addition the special program students need to learn to apply the nursing diagnosis process and not the medical model of treatment. The nursing diagnosis means that the nurse will think about what nursing treatment issues will arise due to the medical diagnosis and how they will provide the nursing services to the patient. .

The program is addressing these issues by offering medical ESL and providing one on one direct clinical experience with Eva Lapenn, RN at Pioneers Memorial District Hospital.

Ms. Pollack stated that the program is not affiliated with Grossmont College but that Dr. Bailey (English Professor) attended the "Welcome Back" training in San Francisco to learn the curriculum for teaching ESL to the Special Program students.

The program is committed to ensuring that the students receive the necessary support to complete the special program successfully. Some students may not earn a license as an ADN but as an LVN.

Ms. Pollack stated that the nursing issues consist of the lack of adequate clinical sites, faculty salary and the lack of nursing faculty to educate nursing students.